

DISCRIMINATION DEFINED

Utah State University provides equal employment opportunities and prohibits any form of discrimination against protected classes. The following are against USU policy:

- Discrimination based on race, color, religion, national origin, sex/gender, sexual orientation, gender expression, gender identity, age, status as an individual with a disability, status as a protected veteran, genetic information or otherwise, as provided by state or federal law.
- Harassment, including sexual harassment.
- Retaliatory harassment.

DISCRIMINATION THAT MAY BE DISCIPLINED

1 PROTECTED CLASSES

Discrimination based on race, color, religion, national origin, sex, gender, sexual orientation, gender expression, gender identity, age, status as an individual with a disability, status as a protected veteran, genetic information or otherwise, as provided by state or federal law.

2 SEXUAL HARASSMENT

- Harassment that creates an intimidating, hostile or offensive learning or working environment.
- Harassment based on quid pro quo (“this for that”) when sexual favors or activities are explicitly or implicitly demanded in exchange for job or educational benefits.

3 RETALIATORY

Retaliatory harassment occurs when an adverse action is taken against any person because that person has opposed any practices forbidden under USU policy. This includes any threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging in activity protected by USU policy, including activities taken by a bystander who intervened to stop discrimination.

WHAT TO DO ABOUT DISCRIMINATION

FILE A COMPLAINT

If you have been the target of harassment or witnessed another being harassed, you can also file a formal report at aaco.usu.edu.

CONTACT THE AAEO OFFICE

Learn more about your options: call 435-797-1266 or stop by Old Main room 161 to talk to someone.

REPORTING OBLIGATIONS OF STAFF AND FACULTY

If you are a staff or faculty member, you are a **responsible employee**. You are required to report any disclosures of sexual harassment or sexual violence to the USU Title IX coordinator. That includes disclosures from students or other employees. The only exceptions are for those who provide health care, mental health services and victim advocacy.

If you witness sexual harassment or hear about it, report what you know to the Title IX coordinator at TitleIX.usu.edu.

ABOUT THE AFFIRMATIVE ACTION/TITLE IX OFFICE

The USU Affirmative Action/Equal Opportunity and Title IX office assists faculty, staff, students, and recipients of university programs in implementing both anti-discrimination laws and applicable university policies and in creating an environment where diversity is valued. The AAEO/Title IX office also works to ensure access to USU educational and employment opportunities for groups that have traditionally faced barriers to opportunities. The AAEO/Title IX office focuses on:

- Developing affirmative action policies, plans and programs at USU aimed at increasing the participation in the employment processes of underrepresented groups of women, minorities, people with disabilities, and protected veterans.
- Monitoring the representation and status of underrepresented groups at USU who are prospective or current faculty or staff.
- Acting as Title IX coordinator for the university.
- Providing training on affirmative action and equal opportunity laws, policies, prevention of sexual harassment, valuing diversity, and other topics.
- Investigation, processing, and assisting to resolve illegal discrimination and harassment (including sexual harassment) complaints.
- Assisting USU organizations and programs on how to enhance awareness of and sensitivity toward diversity and “differences.”

DISCRIMINATION LAWS AND POLICIES

FEDERAL LAWS

Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on sex and other protected categories.

Title IX of the Education Amendments of 1972 prohibits sex discrimination against students.

Title II of the Americans with Disabilities Act prohibits discrimination and/or harassment based on disabilities and requires “reasonable accommodations.”

The Age of Discrimination Act of 1975 prohibits discrimination and/or harassment based on age.

Section 402 of the Vietnam Era Veterans’ Readjustment Assistance Act prohibits discrimination and/or harassment and obligates the university to employ and advance in employment, disabled veterans of all wars and other qualified veterans.

Equal Pay Act of 1963 requires equal pay for men and women doing substantially equal work requiring substantially equal skill, effort, and responsibility under similar working conditions.

USU POLICIES

Policy 303 prohibits all forms of discrimination and harassment based on race, color, religion, sex, national origin, age, disability or veteran’s status.

Policy 305 establishes USU’s complaint procedures applicable to victims of sexual harassment and any other form of illegal discrimination.

Policy 339 forbids the sexual harassment of any student, employee, or recipient of USU services.

Policy 407 prohibits consensual relations between a student and faculty member when (1) the faculty member has the student in a class, (2) the faculty member supervises the student’s academic work or (3) the faculty member can control or influence the student’s current or future academic or professional success.

STATE LAW

Utah Antidiscrimination Act reinforces many federal discrimination prohibitions.

Utah Executive Order, Dec. 13, 2006, mandates sexual harassment awareness training, prohibits retaliation and requires development and dissemination of complaint procedures to all employees.